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## Responsible Sourcing Policy

### 1. Introduction

We believe in earning our stakeholders' trust by acting responsibly and doing the right thing for our people, our customers, our communities, and our environment. We expect the same standards from our suppliers. This policy covers our approach to our upstream supply chain and our expectations for all June Prime Lamb suppliers in their own business and underlying supply chain.

June Prime Lamb is committed to respecting the human rights of our own team members and the workers in our upstream supply chain and endorses the principles and guidance contained in the United Nations *Guiding Principles on Business and Human Rights*. This means we undertake due diligence activities to identify, prevent and mitigate any adverse human rights impacts derived from our internal or external operations. June Prime Lamb upholds and expects our suppliers to commit to respecting each of the International Labour Organisation's (ILO) fundamental principles and rights at work. These include: the right not to be subject to forced labour, child labour or discrimination in respect of employment and occupations; and freedom of association and the right to collective bargaining.

This policy embraces and reflects the United Nations Global Compact's (UNCG) core values of human rights, labour standards, the environment and business integrity. This policy is consistent with the United Nations Declaration of Human Rights.

### 2. Commitment to Responsible Sourcing

We require all suppliers with whom we have a direct relationship for goods and / or services we sell or use in our business to comply with all relevant laws, rules and regulations in the country in which they operate, and with this Policy.

We require our direct suppliers to communicate this Policy to their own suppliers and extend the principles of this Policy through their supply chain.

### 3. Summary of Responsible Sourcing Principles

Our Responsible Sourcing principles are designed to address specific responsible sourcing risks in our upstream supply chain. The principles cover the following key areas:

#### a. Compliance with Local Laws

Suppliers must comply with all relevant local laws, rules and regulations in the countries in which they operate, including those relating to business integrity, transparency, bribery and corruption.

#### b. Management Systems

We believe that robust management systems, including hiring, disciplinary and termination practices, are important for suppliers to build and develop in order to support compliance requirements and sustainability goals. Suppliers are responsible for establishing these management systems to support their operations.

#### c. Social and Labour Principles

All workers must be treated with respect and dignity. Suppliers must uphold workers' labour and non – labour human rights including the promotion of workers' rights to freedom of association. Workers'

grievances are to be heard, appropriately investigated, and any required remedial action taken, in addition to building capacity and awareness around social and labour practices.

d. Environmental Principles

Suppliers must comply with all applicable environmental laws and regulations and maintain an environmental management system that identifies and manages environmental impacts.

e. Additional Principles

Where applicable, suppliers must comply with our principles relating to migrant workers, authorised subcontracting and homeworkers, and sourcing raw materials and minerals in a responsible manner.

#### 4. Remedy and Grievance Mechanisms

It is important that effective remedies are available for affected people and communities where it is identified that our operations or those of our supply partners have caused or contributed to adverse impacts. We are committed to engaging with potentially or actually affected stakeholders, including local communities, either directly, or in collaboration with our suppliers or other third parties to provide remedy.

We recognise particular groups in our supply chain may be disproportionately impacted. We are committed to promoting women's and children's rights as well as those of internal and foreign migrant workers in our operations and supply chain. We expect the same of our suppliers.

Heath Newton



Managing Director

11 October 2022